

# ORDINANCE C-127-05

## AN ORDINANCE TO MAKE AMENDMENTS TO VARIOUS SECTIONS OF CHAPTER 161 OF THE CODIFIED ORDINANCES TITLED EMPLOYMENT PROVISIONS FOR CITY EMPLOYEES

WHEREAS, a review of Chapter 161 of the Codified Ordinances has been conducted by the City Administrator; and

WHEREAS, upon review of the compensation plan affecting current employees, the compensation plans of other Central Ohio municipalities including the annual MORPC salary survey, and additional research and data supplied by other Central Ohio Administrations, it is recommended that amendments be made to update this Chapter to reflect market-driven wage adjustments and adjusted job titles for select positions.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF GROVE CITY, STATE OF OHIO, THAT:

SECTION 1. Section 161.01(a)(1) is hereby amended, in part, as follows:

(a) Structure and Entrance Salary

- (1) The Compensation Plan is organized into eight pay grades for full-time non-executive personnel and various pay grades for executive personnel. In the non-executive pay grades, each grade is composed of ~~nine~~ thirteen steps. . . .

SECTION 2. Section 161.01(b)(2) is hereby amended, in part, as follows:

- (2) . . . Advancement through Steps E to I M is undertaken in annual increases based on performance assessment and longevity. An employee moves to the next higher step from E through I M after 12 months served in the immediate prior step unless a performance assessment reveals shortcomings. . . .

SECTION 3. Section 161.09 titled "Determination of Number of Employees Per Department" is hereby amended, *in part*, as follows:

Employee	Classification	Ex./Non-Ex.	Max. Number
City Administrator	U		1
Finance Director	U	E	1
Law Director	U	E	1
Safety Director	U	E	1
Director of Public Service	U	E	1
Assistant Finance Director	U	N	2
Director of Development	U	E	1
Clerk of Council	U		1

Deputy Clerk of Council	U	N	1
Chief of Building and Zoning Official	U	E	1
Building Inspector	C	N	6
Planning and Zoning Coordinator	C	N	1
Environmental Compliance Officer	C	N	1
Director of Parks and Recreation	U	E	1
Recreation Specialty Coordinator	U	N	7
Recreation Superintendent	U	N	1
Recreation Supervisor	U	N	2
Citizen Receptionist	U	N	1
Administrative Secretary I	U	N	6
Chief of Police	C	E	1
Police Captain	C	E	1
Police Lieutenant	C	N	2
Police Sergeant	C	N	7
Police Officer	C	N	47
Dispatcher	C	N	12
Maintenance Supervisor	C	N	2
Maintenance Worker I	U	N	1
Service Manager	C	N	1
Service Technician	C	N	15
Account Specialist	C	N	2
Account Clerk I	C	N	7
Information Systems Coordinator	U	N	23
<del>Public Information Coordinator</del> <b>Community Relations Specialist</b>	U	N	1
<del>Public Information Administrator</del> <b>Community Relations Officer</b>	U	N	1

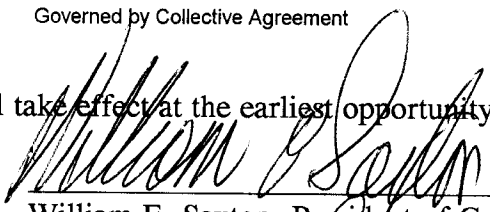
Urban Forester	U	N	2 1
<u>Urban Forestry Specialist</u>	<u>U</u>	<u>N</u>	<u>2</u>
Van/Bus Driver	C	N	1
Administrative Secretary II	U	N	4
Executive Assistant	U	N	1
Planning and Development Officer	U	N	1
Communications Supervisor	C	N	1
Human Resource Generalist <u>Coordinator</u>	U	N	1
Environmental Specialist	U	N	1

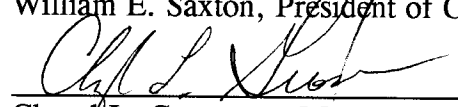
SECTION 4. Section 161.10 titled "Compensation Plan; Employees and Officers" is hereby amended, *in part*, as follows:

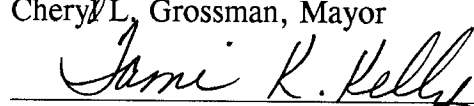
<u>Pay Grade</u>	<u>Title</u>	<u>Minimum/Maximum</u>
M	City Administrator	Set By Ordinance
M	Law Director	\$51,000 - \$64 <u>5</u> ,000
M	Safety Director	\$22,000 - \$27,000
M	Department Directors	\$30.00 - <del>45.00</del> <u>48.00</u>
M	Chief of Police	\$27.00 - <del>45.00</del> <u>48.00</u>
M	Chief Building and Zoning Official	\$27.00 - 45.00
M	Police Captain	\$26.00 - <del>40.00</del> <u>45.00</u>
CC	Clerk of Council	Set By Ordinance
8	Information Systems Coordinator	<del>\$24.00 - 37.00</del> <u>25.07 - 38.91</u>
7	Service Manager	\$21.01 - <del>28.96</del> <u>32.59</u>
6	Maintenance Supervisor	\$18.56 - <del>27.40</del> <u>28.79</u>
6	Building Inspector	\$18.56 - <del>25.58</del> <u>28.79</u>
<u>6 7</u>	Urban Forester	<del>\$18.56 - 25.58</del> <u>21.01 - 32.59</u>
<u>6</u>	<u>Urban Forestry Specialist</u>	<u>\$18.56 - 28.79</u>
6	Assistant Finance Director	\$18.56 - 27.40 <u>28.70</u>

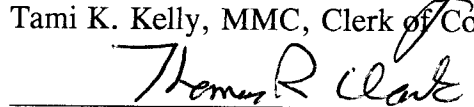
6 <del>8</del>	<del>Public Information Administrator</del> Community Relations Officer	<del>\$21.01 - 28.96</del> <u>25.07 - 38.91</u>
6	Planning & Development Officer	\$18.56 - <del>25.58</del> <u>28.79</u>
6	Communications Supervisor	\$18.56 - <del>\$25.58</del> <u>28.79</u>
5	Recreation Supervisor	\$16.32 - <del>22.49</del> <u>25.33</u>
5	Planning & Zoning Coordinator	\$16.32 - <del>22.49</del> <u>25.33</u>
4	Executive Assistant	\$14.89 - <del>20.42</del> <u>23.09</u>
4	Recreation Specialty Coordinator	\$14.89 - <del>21.03</del> <u>23.09</u>
6	Recreation Superintendent	\$ 18.56 - <del>25.58</del> <u>28.79</u>
4 <del>6</del>	Human Resource <del>Generalist</del> <u>Coordinator</u>	\$18.49 - <del>20.42</del> <u>28.79</u>
3	Environmental Compliance Officer	\$14.02 - <del>19.23</del> <u>21.73</u>
3	Administrative Secretary II	\$14.02 - <del>19.23</del> <u>21.73</u>
3	<del>Public Info. Coord.</del> <u>Community Relations Specialist</u>	\$14.89 - <del>20.42</del> <u>23.09</u>
2	Administrative Secretary	\$12.33 - <del>16.94</del> <u>19.12</u>
2	Maintenance Worker	\$6.50 - <del>17.50</del> <u>19.12</u>
2	Environmental Specialist	\$6.50 - <del>17.50</del> <u>19.12</u>
1	Citizen Receptionist	\$10.99 - <del>15.07</del> <u>17.04</u>
N/A	Casual Labor	\$6.00 - \$16.00
FOP	Members of Respective FOP Unit	Governed by Collective Agreement
FOP/OLC	Members of Respective FOP/OLC Unit	Governed by Collective Agreement
AFSCME	Members of Respective AFSCME Unit	Governed by Collective Agreement

SECTION 5. This ordinance shall take effect at the earliest opportunity allowed by law.

  
William E. Saxton, President of Council

  
Cheryl L. Grossman, Mayor

  
Tami K. Kelly, MMC, Clerk of Council

  
Thomas R. Clark, Director of Law

Passed: 12-19-05  
Effective: 01-18-06

Attest:

I Certify that this ordinance  
is correct as to form.